Environmental and Social Impact Assessment (ESIA) & Environmental and Social Management Plan (ESMP) Template

For use with high and medium-risk projects

1. An ESIA/ESMP is always required of proposed projects that are rated high risk (Category A) and medium risk (Category B) to help ensure their environmental and social soundness and sustainability. The level of detail and scope of the ESIA will correspond to the level of risk of the project; generally, a full ESIA is required for Category A, while a limited ESIA is required for Category B projects. The project's safeguards screening form will have indicated what category project (and type of ESIA) is required.

Features of a full ESIA/ESMP	**Features of a limited ESIA/ESMP**
• Often gathers first-person data from project stakeholders • More in-depth research than limited • Often carried out by a safeguard specialist consultant[1] • May expand on this template	• Relies primarily on secondary data/information • In some cases, the Safeguard Screening Form can serve as the ESIA • Typically, focuses on a few specific environmental or social impacts identified in screening • Often carried out by project staff

2. The ESIA identifies, assesses, and prioritizes the potential impacts of a proposed project while the corresponding ESMP identifies appropriate measures to avoid, minimize, mitigate, or offset impacts identified in the ESIA, as well as management and monitoring protocols.

3. This template is general and specific content should be modified as necessary to address the identified and relevant risks and to ensure proportionate levels of detail (i.e., more detail for high-risk projects). In other words**, the ESIA/ESMP only needs to contain those sections that are applicable to the project activities and with a level of detail that is appropriate for describing the relevant environmental and social risks.**

[1] Sample ToR for safeguard consultant can be found here: Coming soon….

SECTION I: Project Information

PROJECT TITLE:			
CI PROJECT ID:		**PROJECT DURATION:**	**___ months**
PROJECT TEAM:			
PROJECT ANTICIPATED START DATE*:*	***mm/yyyy***	**PROJECT END DATE*:***	***mm/yyyy***
ESIA/ESMP PREPARED BY:			
DATE OF (RE)SUBMISSION TO CI:			
ESIA/ESMP APPROVED BY:	*(To be completed by PDM ESA)*		
DATE OF PDM/ESA APPROVAL:	*(To be completed by PDM ESA)*		
PERSON(S) RESPONSIBLE FOR IMPLEMENTING AND MONITORING THE ESMP:	*Provide name and designation of that person*		
HOW/WHERE WILL THE APPROVED ESIA and ESMP BE DISCLOSED[2]:	*E.g., via the project's website, at the inception meeting with stakeholders, printed and posted on notice board in community center, etc.*		
WHEN WILL THE APPROVED ESIA and ESMP BE DISCLOSED?	*E.g., at the start of the implementation phase, before the end of the first quarter during implementation phase, etc.*		
Project Safeguard Risk Category: ☐ medium risk ☐ high risk			
Summary of Safeguards Triggered:			
Planned Safeguard Assessments, Plans, Procedures or Tools:			

SECTION II: Project Summary

Provide a short description of the project using the best available information for the project site, include at a minimum the following information:

a) Location and geographic extent of the project area(s), preferably with a map

b) Project entities (project lead & partners) and their roles in the project

c) Summary of the project (objectives, expected results/outcomes, main activities, budget, etc.)

d) Summary of the E&S risk screening, categorization, ESSs triggered and any scoping.

[2] Approved Safeguard plans are to be disclosed to stakeholders in a manner and form that they will understand and that is culturally appropriate. This may require translation of the document.

SECTION III: Environmental & Social Impact Assessment

The following is a recommended list of contents for a full and limited ESIA. For further details on how to conduct an ESIA, see the CI ESMF Appendix I.

1. **Executive summary**: Concisely discusses limitations, most significant findings, and recommendations.

2. **Project description**: Concisely describes the proposed project and its geographic, ecological, social, and temporal context, including any offsite investments that may be required. Describe relevant national level environmental and social context. Indicates the need for any process framework or resettlement plan or Indigenous Peoples development plan (normally includes a map showing the project site and the project's area of influence).

3. **ESIA methodology**: Includes overview of methodology to carry out the ESIA, baseline, selection of study area, and impact assessment.

4. **Analysis of policy, legal, and administrative framework**: Describe the international/national policy, legal, and administrative framework within which the ESIA is carried out. Specify any national approval process/requirement for ESIAs. Include a gap analysis with respect to the CI environmental and social safeguards, indicating clearly which safeguard standards will be used, as well as an assessed capacity of any project delivery partners. This includes reviewing national EIA requirements.

5. **Stakeholder identification and analysis**: Clarify how different stakeholders should be involved in the ESIA process By using the SEP template[3] or equivalent format for organizing this information, list all stakeholders and identifying their (i) interests and expectations from the project, (ii) how they might influence the project positively or negatively, (iii) an estimation of how their livelihoods could be impacted by the project, and (iv) how they should be involved in the ESIA based on the above analysis.

6. **Baseline data**: The main purpose of this section is to provide an understanding of the current environmental and social conditions that form the baseline against which project impacts can be predicted and measured during implementation. Assesses the dimensions of the study area and describe relevant physical, hydrological, climate, biological, socioeconomic, and cultural conditions, including any changes anticipated before the project commences. Land and resource tenure should be described. Also consider current and proposed development activities within the project area but not directly connected to the project. Data should be relevant to decisions about project location, design, operation, or mitigation measures. The section includes reference to the accuracy, reliability, and sources of the data. For complex projects, unless a socio-economic survey of the affected population has been completed recently, the Project Team is highly encouraged to conduct a robust survey of relevant baseline conditions.

7. **Evaluation of environmental and social impacts**: This section is the most important of the ESIA. Predict and assess the project's likely positive and negative impacts and their distribution on affected peoples, in quantitative terms to the extent possible (probability of occurrence and

[3] See CISS Stakeholder engagement template here.

severity of impact). Consider the context risks which may influence the project. The assessment should explore opportunities for environmental and social enhancement, including gender considerations. Identify and estimate the extent and quality of available data, key data gaps, and uncertainties associated with predictions. Specify topics that do not require further attention.

When analyzing the risks, both direct and indirect impacts should be taken into consideration, including those that might materialize through interaction with other developments, impacts occurring at the project site or within the wider area of influence, and impacts triggered over time. Impacts from associated facilities and cumulative effects of multiple interventions should also be considered. See ESMF Appendix I for further guidance on the specific type of impact assessment that is most suitable for the project or context and when to hire an expert in these ESIA methodologies.

Analyze project impacts using a range of methods from simple qualitative analysis to detailed quantitative surveys or modelling. The data collection methods and analytical tools used, and the depth of analysis should be commensurate with the type, the geographic and temporal scope and significance of the impacts. The report should describe the methods chosen for data collection and analysis and the rational for the choice of method; it should further describe the quality of available data and, where applicable, explain key data gaps and uncertainties associated with predictions.

Employ participatory research, engagement, and assessment tools wherever sensible to increase stakeholder's understanding of the project, provide opportunity for raising issues and enable participation of affected groups in the identification of mitigation measures.

See Policy 1 (Section E) and ESS 1 Requirements for CI's methodology for assessing the significance of environmental social impacts/risks. A suggestion for organizing this comprehensive information is to follow the format of the 10 ESSs (see Annex 2).

8. **Analysis of alternatives**: Systematically compares feasible alternatives to the proposed project site, technology, design, and operation--including the "business as usual" situation--in terms of their potential environmental impacts; the feasibility of mitigating these impacts; their capital and recurrent costs; their suitability under local conditions; and their institutional, training, and monitoring requirements. For each of the alternatives, this analysis quantifies the environmental and social impacts to the extent possible and attaches economic values where feasible. It states the basis for selecting the particular project design proposed and justifies recommended emission levels and approaches to pollution prevention and abatement.

9. **E&S Risk Matrix.** Based on the ESIA research, begin to fill in the first three columns in **Table 1**: (1) type of risk, (2) project activities where this might arise, and (3) a best estimate of level of risk. The ESMP guidance that follows focuses on design of mitigation actions, roles and responsibilities, budget and monitoring and evaluation of safeguard performance.

SECTION IV: Environmental & Social Management Plan

10. **The ESMP is a strategy for managing the risks and mitigating impacts described in the ESIA**. The ESMP describes appropriate, feasible and cost-effective measures to avoid, reduce or mitigate potential negative impacts and enhance positive impacts to acceptable levels, where these are relevant within the project. For adverse impacts, alternatives should be identified to establish the most environmentally and socially sound and benign option(s) for achieving project goals.
11. **E&S Risk Matrix**. For those risks identified as medium or high, indicate in **Table 1** what measures the project will take to avoid, minimize/reduce, restore, or offset any negative impacts.
    a. There are instances where a mitigation measure is already conceptualized as an activity in the project's main implementation plan. It is still advisable to also include this activity in Table 1 along with all other mitigation measures in order to provide an overall picture of the project's mitigation strategy and to be able to check the list of mitigation measures against the identified impacts.
    b. The implementation schedule for mitigation measures should indicate phasing and coordination with overall project implementation plans.
    c. A detailed budget will include any capital (equipment) and recurrent cost estimates and sources of funds for implementing the measures identified.
    d. Finally, indicate what level of residual impact may be present, after mitigation measures.

Table 1: Project E&S risk analysis and mitigation plan

Text in **red** provides examples only to illustrate possible topics and should be edited to suit project contexts.

ESIA			ESMP			
Type of social or environmental risk	**List specific outcome or activity within the Results Framework where this risk is present.**	**Level of risk (Low, Medium, High)**	**Possible planned risk mitigation measure or action** *(for medium and high risks)* *Please specify in detail those measures that will be supported in the project.*	**Schedule of implementation** *(In which years or quarters will these measures be implemented?)*	**Est. budget to mitigate risk**	**Residual impact[4] (High, Some, None)**
Weak Governance For example, threats to rights, poor recognition of land rights or exclusion of people, including Indigenous Peoples, due to weak protections or enforcement of rule of law			• *Conflict/social assessment as part of SEP* • *Targeted engagement strategy for key government counterparts as part of the stakeholder engagement plan.* • *Indigenous Peoples Plan* • *Disclosure and communication about project objectives, detailed in SEP* • *Grievance mechanism*			
Threats to public health and safety For example, health, safety, and security risks for community partners and for CI staff related to how COVID-19 infections limit the ability to conduct field work.			• *Safety and security protocol is defined with partner inputs and followed, codified in a CHSS and/or L&WC plan* • *Reporting on safety and security plan* • *Health Impact Assessment as part of CHSS plan* • *Grievance mechanism & incident reporting protocol* • *Conflict assessment as part of ESIA/ESMP*			

[4] Residual impact refers to the level of impact that remains after planned mitigation is completed, with the expectation that likelihood of effectiveness of mitigation measures may often be less than 100%. Even when fully effective, a project's mitigation actions may not eliminate all risk leaving 'residual' impacts.

Resource conflicts For example, conflict risks related to use of lands/marine areas or resources, or land tenure, boundary demarcation-related conflicts			• *Stakeholder engagement plan* • *Process Framework, Resettlement Action Plan* • *Gender assessment and action plan* • *FPIC assessment, training* • *Conflict assessment as part of ESIA/ESMP* • *Negotiation training as part of ESMP* • *Accountability and grievance mechanism*			
Biodiversity and Natural Habitat risks Risks to protected areas, endangered species, or ecosystems; Pollution, waste, chemical, pesticide risks from agricultural or agro-processing activities.			• *Ecosystem services assessment as part of ESIA/ESMP or EIA/EMP* • *Biodiversity assessment and management plan as part of ESIA/ESMP or BIA/BMP* • *Protections for areas of high ecological value as part of ESMP and/or BMP* • *Pesticide management plan within ESMP and/or stand-alone PMP* • *Carbon Validation and Verification Assessment within ESMP*			
Exclusion from or unequal benefit sharing and decision-making based on gender, ethnic, disability or other related exclusion			• *Stakeholder engagement plan* • *Gender assessment and action plan* • *Indigenous Peoples Plan* • *Process Framework, Resettlement Action Plan* • *Impact & benefit sharing plan/negotiated agreement within ESMP and/or IPP* • *Accountability and grievance mechanism*			
Labor and working conditions risk that puts employees and delivery partners in unsafe jobs.			• *Special worker training, code of conduct, vetting procedure, etc. clarified in a labor management procedure* • *Worker safety & security plan*			
Risks to tangible, intangible cultural heritage.			• *Cultural heritage management plan* • *FPIC if ecotourism intends to commercialize cultural heritage*			
Arrangements that restrict access to resources or lands.			• *Process framework for negotiating arrangements* • *Livelihood restoration plan*			

Risks to livelihoods when access to natural resources is restricted, particularly when affected peoples are dependent on natural resources			• *Resettlement action plan*			
Increased gender-based violence (GBV), including sexual exploitation, abuse, or harassment, due to project activities.			• *Gender mainstreaming plan which includes training of staff, GBV expert referral list* • *Accountability and grievance mechanism that is sensitive to GBV-related grievances*			
Safeguard capacity of partners is inadequate meaning the ESMP risk mitigation measures are not executed well.			• *ESMP that includes due diligence process to assess ESMS or safeguard capacity of any project partner.* • *Training for delivery partners as indicated in ESMP*			
Add more rows as needed						

SECTION V: Considerations for the Implementation of the ESMP

1. Budget

Provide the budget and schedule for implementation of the identified mitigation activities identified above**.** If the mitigation activity cost is covered under an existing budgeted work plan activity, indicate which one. If not, estimate the additional costs to complete the activity. As this is an umbrella safeguard document, the budget should reflect the costs of all Safeguard Plans. Text in **red** provides examples only to illustrate possible topics and should be edited to suit project contexts.

Table 2. ESMP Budget

Safeguard Mitigation Action *(From 4th column in Table 1)*	**Description**	**Already budgeted in project activity**	**Additional Costs**	
			Staff or consultant time	Activity costs
Stakeholder Engagement Plan	See SEP			
Gender mainstreaming plan	See GMP			
Accountability and Grievance Mechanism[5]	See AGM			
Other safeguard plans as appropriate				

2. Staff & delivery partner roles, responsibilities & capacities

Describe who will be responsible for managing the implementation and monitoring of the ESMP. List all relevant project staff in Table 3.

Table 3. Roles, Responsibilities & Capacities of CI Project Team

Name/Title:	Safeguard Role or Responsibility	To be hired (TBH) or on staff (OS)	Does person have the technical background and skills appropriate for the level of complexity of this ESMP (i.e., has this person designed and implemented similar safeguard plans before?) If yes, please provide detail; if no, how	Approx. what percentage of time will be focused on implementation & monitoring the ESMP?

[5] Please note that for all moderate and high-risk projects, the grievance mechanism should budget for at least 1-2 high-risk grievances per year, to cover the cost of CI's Grievance Subcommittee. Average cost for each grievance review is approximately $USD 5,000.

			will this skills gap be addressed?	
		☐ TBH ☐ OS	☐ Yes ☐ No Explanation:	☐ <25% ☐ 25% ☐ 50% ☐ 75% ☐ 100%
		☐ TBH ☐ OS	☐ Yes ☐ No Explanation:	☐ <25% ☐ 25% ☐ 50% ☐ 75% ☐ 100%

Table 4. Roles, Responsibilities and Capacity of Project Delivery Partners

All Delivery Partners are required to work in accordance with the approved ESMP and will be required to understand their obligations under the ESMP, comply with safeguard instructions given by the project team, and attend safeguard training relevant to their scope of work. List all project Delivery Partners (including government and private sector partners) and use your best judgement to indicate their level of safeguards expertise/skills. Low = little to no experience, Medium = some experience, High = strong experience.

Delivery partner	**Role or Responsibility**	**E&S Safeguard Capacity**			
		Low	**Medium**	**High**	**Don't know**
Please identify and reference any resources on which this capacity assessment is based:				**Yes**	**No**
a. Partner certifications, recent trainings or professional credentials (relevant ISO[6], donor, or voluntary standards)					
b. Review of partner safeguard policy, procedure or guidance (please add web links if possible)					
c. Reports or documentation of past projects of similar scope, complexity and safeguard requirements					
d. CI due diligence meetings or application of assessment tools with key partner staff					
e. Other:					

[6] https://www.iso.org/standards.html

3. Capacity building/Training

The project team has the responsibility for ensuring systems are in place so that relevant staff, delivery partners, and other project-related workers are aware of their environmental and social responsibilities for the implementation of this ESMP. Use **Table 5** below to identify priority areas for safeguard-related capacity building for the project team (including Delivery Partners) at project inception/early implementation. As the project progresses additional training or coaching may become necessary and will be provided to ensure that the provisions of the ESMP are recognized and significantly incorporated into the design of any sub-project activities.

Text in **red** provides examples only to illustrate possible topics and should be edited to suit project contexts.

Table 5. Capacity building needs

Safeguard topic	**Dates**	**Description**	**Target Audience** (project staff, delivery partners, community members, etc.)	**Trainer**	**Cost**	**Associated Project Activity**
Accountability and Grievance Mechanism		Preparation to use local dispute resolution practices within Project	Designated Point persons in Partner community or organization			
FPIC		Process for good-faith negotiation with communities	Delivery partners			
SEAH & GBV		Awareness of SEAH & GBV and how it might manifest in the project context; understand what to do if incidents occur.	All project staff (CI & partners)			
Conflict sensitivity			All project staff (CI & partners)			

SECTION VI: Monitoring and Reporting

The effectiveness of the mitigation measures identified above will be monitored throughout the lifetime of the project. Effective monitoring relies on information from objective measures as well as observations and stakeholder consultations with affected groups that are often the best judge of the risk mitigation effectiveness. Stakeholders, particularly at the community level, should be involved in safeguard monitoring.

Continual assessment and identification of risks during project implementation will ensure that risks are accounted for as they emerge and dealt with accordingly. To that end, this ESMP should be considered a living document. On an annual basis, in coordination with the annual donor report or some other timeframe, ESMP performance should be monitored using **Table 6**. Additional information on safeguard monitoring can be found in the CISS Monitoring & Reporting Guidance Note (forthcoming).

Approximate date of first monitoring report: _____

Table 6. Safeguard implementation monitoring template

INSTRUCTIONS: Using the table below, describe the project's plan for monitoring safeguard measures. Refer to Table 1 in this document, as well as the Gender, Stakeholder Engagement, and AGM Plans to identify and add in indicators as pertinent to your project. Additional example safeguard indicators can be found in Annex 2. At ESMP design stage, only the first two columns should be filled in; this table will be used for subsequent annual monitoring.

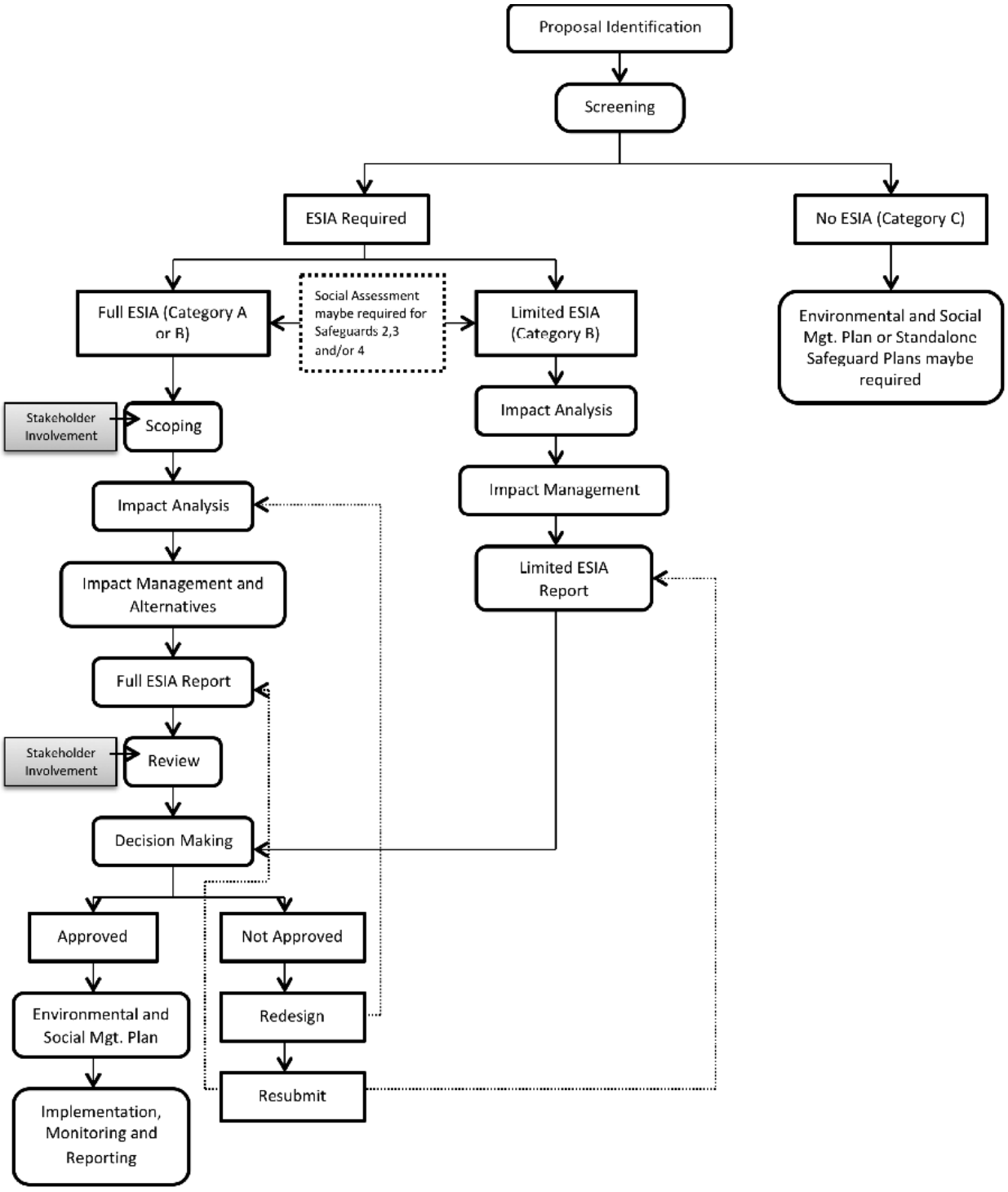
SAFEGUARD AREA/ MITIGATION MEASURE *Indicators listed below are required; additional indicators (depending on the mitigation measures identified in Table 1) should be added and targets assigned.*	**INDICATOR TARGETS**	**STATUS** *What has been done **in the last year** to advance the safeguard measures?* *What is the **overall status** of safeguard measures relative to baseline, targets or timeline?*	**IMPLEMENTATION PROGRESS** *Behind schedule/on-track/ahead of schedule*[7]	**COMMENTS/JUSTIFICATION** *Provide justification for status described. If implementation is behind, explain why and the solution. Also indicate if there are project changes that may warrant an update to safeguards.*
ACCOUNTABILITY AND GRIEVANCE MECHANISM 1. Number of complaints received/addressed				
STAKEHOLDER ENGAGEMENT 1. Total number of consultations, workshops and meetings in each project geography 2. Number of women/men who have been involved in and/or benefit from project implementation				

[7] As a rule of thumb: 50% of mitigation activities completed by mid-term, 75%+ by start of final project year

3. Indicative % of men/women satisfied that project benefits are shared equitably				
GENDER MAINSTREAMING 1. Indicative % of women who report positive change in their ability to engage in and influence NRM decision-making. 2. Indicative % of women who report increased access to and control of resources. 3. Indicative % of men who report observing change in women's leadership and influence, or access & control, due to project interventions.				
ESS1: ENVIRONMETNAL & SOCIAL IMPACT ASSESSMENT (*Delete if not applicable)*				
ESS 2: PROTECTION OF NATURAL HABITATS AND BIODIVERSITY CONSERVATION (*Delete if not applicable)*				
ESS 3: RESETTLEMENT AND PHYSICAL AND ECONOMIC DISPLACEMENT (*Delete if not applicable)*				
ESS 4: INDIGENOUS PEOPLES (*Delete if not applicable)*				

ESS 5: RESOURCE EFFICIENCY & POLLUTION PREVENTION (*Delete if not applicable)*				
ESS 6: CULTURAL HERITAGE (*Delete if not applicable)*				
ESS 7: LABOR & WORKING CONDITIONS (*Delete if not applicable)*				
ESS 8: COMMUNITY HEALTH, SAFETY & SECURITY 1. Number of project-related health, safety & security incidents that are properly reported				
ESS 9: PRIVATE SECTOR DIRECT INVESTMENT & FINANCIAL INTERMEDIARIES (*Delete if not applicable)*				
ESS 10: CLIMATE RISK AND RELATED DISASTERS (*Delete if not applicable)*				

Annex 1: ESIA process



Annex 2: CI Safeguard System's Policies & Standards

Safeguard Policy 1: Environmental and Social Management identifies and describes all relevant Environment and Social Standards (ESS) relevant to the project. It describes the implementation arrangements for each relevant ESS and more detailed description of measures to address particular thematic issues pertaining to the respective Standards.

ESS 1: Environmental and Social Assessment outlines steps to categorize, assess risk, to define appropriate mitigation measures, to ensure adequate implementation and to monitor and report on results.

ESS 2: Protection of Natural Habitats and Biodiversity Conservation outlines steps to avoid or mitigate any significant loss or degradation and to maintain and promote the sustainable management, protection, conservation, maintenance, and rehabilitation of *natural habitats* and their associated biodiversity and ecosystem functions and services.

ESS 3: Resettlement and Physical and Economic Displacement outlines steps to assess risks of economic displacement associated with access restrictions, use of compensatory measures, and reaching agreements in a transparent, accountable manner (while also seeking to avoid involuntary resettlement).

ESS 4: Indigenous Peoples outlines CI's respect for Indigenous Peoples'[8] collective rights, customary law, and customary land tenure rights, in accordance with their own worldview and governance structures. This includes respecting the right to FPIC established through well documented, good faith negotiation between the Project Team and the project-affected communities.

ESS 5: Resource Efficiency & Pollution Prevention outlines steps to avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities, and to promote more sustainable use of resources within the project. This safeguard also outlines steps to identify and manage risks associated with climate change, and to promote appropriate mitigation and adaptation measures (including sustainable use of pesticides and scarce resources such as water).

ESS 6: Cultural Heritage outlines steps to identify and manage project-related risks for tangible (*physical*) and intangible (e.g., *traditional knowledge*) forms of cultural heritage, ensure meaningful consultation with stakeholders regarding cultural heritage, and ensure equitable sharing of benefits from the commercialized use of cultural heritage.

ESS 7: Labor & Working Conditions outlines steps to adhere to the ILO core labor standards, including prohibition of child labor or forced labor. Project activities that employ subcontractors or community labor may require the establishment of labor management procedures.

[8] Refer to the CI ESMF glossary for definition of Indigenous peoples.

ESS 8: Community Health and Safety outlines types of risks associated with the collective health and safety of communities, including public health (pandemic, GBV), use of private security forces or community patrols, incidence of social conflict, or emergency preparedness for natural disasters.

ESS 9: Private Sector Direct Investment and Financial Intermediaries outlines steps to identify and manage risks associated with use of intermediary bodies (e.g., trust funds) to provide subgrants or pool investment for funding project activities.

ESS 10: Climate and related Disaster Risk is to assess how the project's objectives or outputs could be affected by climate risks, and to incorporate risk mitigation measures into the design and implementation of the project. Adaptation is the primary focus and as such, on the current and expected impacts of climate change on the project.

Safeguard Policy 2: Gender Mainstreaming outlines steps to design a Gender Mainstreaming Plan that identifies and manages risks of gender inequality/inequity or potential gender-based violence, as well as actively close gender gaps using a gender-responsive approach in all relevant project activities, project design and implementation, as well as monitoring and evaluation.

Safeguard Policy 3: Stakeholder Engagement outlines steps to identify and analyze project stakeholders and design and implement a stakeholder engagement plan.

Safeguard Policy 4: Accountability and Grievance Mechanism outlines principles and steps to design and operate a suitable mechanism for receiving and responding to project complaint.

Annex 3: Example Safeguard Indicators

SG theme	Sample indicators
Monitoring of safeguard plan implementation	• % of SG budget spent (corresponding to project workplan) • % of SG activities completed (corresponding to project workplan; ~50% by mid-term, 75% by final project year) • % of project budget dedicated to safeguard-related activities
Stakeholder Engagement and consultation	• Number of meetings/consultations/workshops held at each project stage • Number/% of women and men participating • Number of stakeholder groups that have been involved in project design and preparation processes (disaggregated by type) • Number of women/men that have been involved in project design and preparation processes • Free, prior and informed consent of IPLCs documented fully prior to any project decision impacting them • Number (or indicative %) of stakeholders that perceive the project governance and processes as transparent and inclusive • Indicative % of project affected people (sex disaggregated) satisfied with how decisions are taken in relation to project management
Grievance Mechanism	• #/% of grievances received • #/% of grievances resolved • Average response time to resolution of grievance • % of high-risk grievances (e.g., related to violence, theft, unmanageable at local level) • Indicative % of project affected people who are aware of the grievance mechanism (sex-disaggregated)
Gender Equality	• Indicative % of women who report positive change in their ability to engage in and influence household, project or NRM decision-making • Indicative % of women who report increased access to and control of natural resources • Indicative % of men who report observing change in women's leadership and influence or access and control, due to project interventions • Number of project-derived strategies or plans (e.g., management plans, land use plans) and policies derived from the project that include gender considerations
Equitable benefit	• # of men/women directly benefitting (socio-economically) from project* • Indicative % of project participants reporting benefits from the project (sex-disaggregated) • Indicative % of people project participants who are satisfied that project benefits are shared equitably (sex-disaggregated)
Leadership/Empowerment	• Number of men/women demonstrating leadership in project implementation
Cultural heritage	• Number of chance finds
Economic displacement/restriction of access	• Quantification of costs and benefits

Disclosure, documentation & communication	• Date that completed safeguard plans are publicly disclosed to key stakeholders (within 3-6 months of project launch) • # of places safeguard plans are disclosed • # of knowledge products that focus on safeguard/gender lessons learned & best practices • Number of project stakeholders (including partners) that have received training related to safeguards and gender
Biodiversity & habitat	• Footprint or % of area disturbed relative to size of the area • Acceptable levels of contaminants in water and soils • Presence of key species • Sustainable harvesting capacity of NTFPs and other resources
Community health, safety & security	• Number of health, safety or security incidents that occur in association with project activities that are properly reported • Incident frequency of lost-time incidents • Incident frequency of recordable incidents
**CI institutional indicator*	